

Attendees: Co-Chairs: Caterina Caiazza, Marc Seigfred, **Members:** Kristi Brock, Katie Papas, David Vanwey, Sheryl Gunter, Robert DeLeon, Dawn Marshall-Hosier, Janelle Kohlman, John McIntyre, Celeste Cooper, Paul Wlosinski, Andrea Walton, Michael Osadciw, Theresa Danylak, Rich Wattie, Yennifer Hernandez, Rani Bhagwat, Amanda Sharpe, Leah Stormo-Soles, Chris Apple, Alexander Pita, Terra Buttram, Josh Shepard, Melinda Adelman

Cathy opened the meeting with a moment of reflection for the many lives lost on 9-11 and lives of color lost including one from our own community, Daniel Prude.

The warmup activity consisted of Cathy stating a sentence for everyone to complete as quickly as they could.

Marc welcomed everyone back who was on furlough over the summer. This was the first meeting the entire group was able to participate. Marc stated that Leslie from Advancement has cycled off the group. The elections committee is in the process of soliciting nominations and today is the last day to submit names for the election. There have been six total nominations as of this morning. Once the nominations close, we will begin the process of vetting those candidates to ensure they are in good standing. We will talk to each of the candidates about accepting the nomination and talk to the supervisors about the time commitment.

Announcements:

- Tony Kinslow has taken a position at Georgetown University and Kathy Gallucci was named as the Interim VP of Human Resources
- Marc has a meeting with Kathy today to discuss GSC and our working relationship with Tony
- Kathy will be joining our scheduled calls that we previously had with Tony and Mercedes
- The Career Path Modernization has formally been named as an official project
- Leah Stormo-Soles has been named Project Manager of Career Path Modernization
- This project will provide the University's workforce with transparency, pay equity, career path development, succession planning and improvements on equity and inclusion
- Rebecca Walters has been identified as a replacement for Leah and will be joining us in our October meeting
- Healthcare administration change was announced on September 2nd
- There was approval to pause any healthcare premium increases until July 2021
- Terra Buttram updated the Council on the Emergency Worker Pool that was created back when Covid hit in March
 - This project died off during the summer months due to the low infection rates in the area
 - This project will now be looked at again due to the uncertainty of what will happen with infection rates once students return to campus
 - The project will be isolated to primarily non-med center departments
 - We are getting several time-sensitive requests that are not high-volume
 - The project is still being formalized. Terra will have more details to follow

Ad Hoc Committee for Public Safety Review Board Update (Katie Papas)

- Ad Hoc Committee was formed over the summer and was formed to reimagine the makeup of the Public Safety Review Board with the goal of making it a wider institutional effort
- The committee is currently made up of 35 members from across the University and surrounding communities
- The committee was moving along quickly and there were some concerns that more time needed to be dedicated to the work, so it is well understood
- They are looking for two members from Genesee Staff Council to join the Public Safety Review Board-those interested should contact Marc or Cathy

Council members were placed in Break-out Rooms with their districts to discuss the following:

1. How do we continue to gather staff perspectives?
2. How have recent events shifted priorities for your district?
3. Thinking about those conversations and district goals and impact of the GSC

Mike Osadciw asked if anyone has been able to reach out to Michelle Hill or Holly Crawford regarding the list of 50 questions that was sent to them after our meeting with them. Leah Stormo-Soles said that she was helping draft the questions before Covid hit and then it got set aside. Mike will find the document and post it again for review.

Everyone transitioned to their smaller district groups to reflect on the past year by looking back on bylaws and then talking about the annual report, some of the committees and upcoming highlights.

Bylaw Review

- Initially there was a decision to have an annual review of the bylaws which will take place soon
- Originally it was decided that co-chairs would serve one year but due to how the year played out we are looking at extending the positions, possibly having some serve two years and some serve three years to avoid people leaving at the same time
- It will need to be decided if we keep the terms for the co-chairs for now until we become more established
- It should be a minimum of two years going forward
- Marc suggested having the co-chairs cycle off each year rather than serving for two years

How do you decide who stays two years and who stays for three? It will be a discussion based on the co-chairs personal needs and ability to continue to support the level of work this requires.

And the members of the staff? There will be a discussion and possibly a poll or vote to decide who should continue. This is still being looked at and more information will follow.

If anyone has any concerns or opinions that they would like to share privately, please contact Amanda by Tuesday morning.

Framing Annual Report

- Create one page to add to the website to include 5 accomplishments and 5 goals for the upcoming year

- 5 accomplishments could include foundation building events such as selecting a council, establishing bylaws and selection co-chairs, town halls held, surveys and/or committees the GSC participated in
- Include what has been done with feedback we have received from staff
- This should also be shared somehow on our website so that staff can see we are responding to their feedback especially since information is often submitted anonymously
- There will be a feedback form included on the website to gather feedback going forward

The group discussed how to frame the Annual Report and Marc Seigfred drafted the information below:

- Foundation Building-What did we do to set the Council up for success?
 - Develop channels to get feedback from staff
 1. District representation
 2. Surveys
 3. Town Halls
 4. Meeting with experts in wage compression, career path, healthcare and benefits changes
 5. Website in progress
 - Formation of operational committees
 1. Bylaws
 2. Communications
 3. Executive Committees
 4. Elections Committee
- How can staff voices be represented in University decision making?
 - Participation in University Committees
 1. CURT Restart & Recovery Committee
 2. PSRB Composition Committee
 3. Staff Emergency Fund
 4. Hirst Lounge Display Committee
 5. UR Community Commitment
 6. Feedback to University leadership on topics including healthcare changes, Ombud's program
 - How is the University improving staff career ladders, job descriptions, titles, Career Path Modernization Project?
 1. Met with consulting group to discuss staff concerns with respect to this effort
 2. Cathy Caiazza serving on advisory group for the project
 - How is the GSC representing staff voice to University leadership?
 1. Committee participation
 2. Facilitating the Staff Town hall with University leadership
 3. Regular meetings with President, Chief Diversity Officer and VP of Human Resources
 4. Guest speakers including President Mangelsdorf, Holly Crawford, Mark Cavanaugh, Tony Kinslow, Michelle Hill, Mercedes Ramirez Fernandez
- What are we looking to accomplish in the future?
 - Formation of operational and topic-focused committees

1. Employee engagement
 2. Professional development
 3. Job description and career path
 4. Addressing social justice issues to ensure all staff feels supported without duplicating with the Office of Equity and Inclusion's ongoing efforts
 - CERJ, student organizations partnered with Free the People, reaching out to existing student groups or invite them to a meeting
 - Do we form a new committee or work with existing committees throughout the University?
 5. Encouraging University response to social justice events in our community, guiding response in ways that are important to staff
 6. Formal training for GSC members from Office of Equity and Inclusion or the Paul J. Burgett Center to better equip our members to engage in these conversations (bias, systemic racism, access, macroaggressions, and expanded harassment and discrimination training for leaders)
- How do we gather staff feedback, climate, hot topics while working remotely or during furloughs?
1. Sharing an annual report and then follow up with opportunity for coffee hour or district drop in to talk with district representatives
 2. Use the report to prompt new interactions
 3. Latching on to existing events such as AS&E All Staff Town Halls, UnivIT All Staff meetings to highlight GSC activity that applies to staff

Wrap Up

- Zoom Happy Hour scheduled for Monday, September 21st 4:00-5:00 pm

Next Genesee Staff Council meeting-October 9th 9:00 am-12:00 pm